



The Imperative for Responsible Women Leaders in the New, Globalized Economy

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Global Lead Management Consulting**

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WELCOME!

Welcome

English

Bienvenido

Spanish

Bienvenue

French

Ahlan wa Sahlan

Arabic

Willkommen

German

Swaagatam

Hindi

欢迎

Mandarin

добро пожаловать

Russian

Baruch HaBah

Hebrew

Karibu

Swahili





Company Overview

GLOBAL LEAD is an international management consulting and education firm dedicated to delivering the highest quality services and products to enhance individual and organizational productivity.

Global Lead is a Goldman Sachs portfolio corporation.



Our Global Experience

We have served clients in 30 countries across multiple continents



Canada:
Diversity/Inclusion
Training in English &
French

China/Asia: Leadership
Development Training,
Diversity/Inclusion
Training, Organizational
Effectiveness

US: Our
Home Base

Europe: Leadership
Development Training,
Diversity/
Inclusion Training,
Executive Coaching,
Team Effectiveness

Globally: Developed e-learning on
Global Diversity for Europe, U.S., and
Asia-Pacific

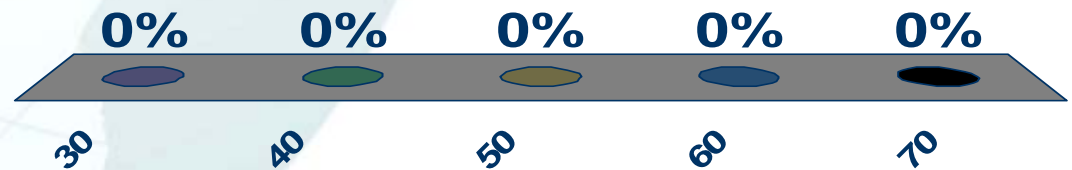
South America:
Leadership
Development
Training,
Executive
Coaching,
Diversity/Inclusion
Training, Team
Effectiveness

Africa/Tanzania/Zanzibar:
Women's Leadership
Development,
Strategy Development

Australia:
Diversity/
Inclusion Training

World wide, about what percentage of working age women work outside of the home?

1. 30
2. 40
3. 50
4. 60
5. 70



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Women in the Global Workforce

- Worldwide about 70% of all working-age women now work outside of the home. However, discrimination can take the form of:
 - Job segregation
 - Unequal pay
 - Lack of training
 - Lack of advancement
 - Exclusion from certain fields that are considered masculine
 - Legal restrictions, etc.

Source: Women in the Global Workforce By: Tracey Wilen





Agenda

- Working women in the United States
- Women world-wide
- An imperative



The Globalized Economy

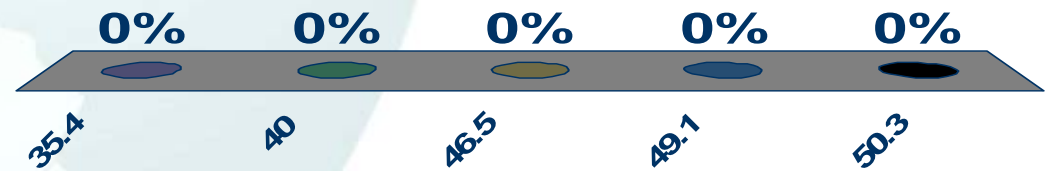


Adapted from: International Business by Wild, Wild, & Han,



In 2008, women were what % of the US labor force?

1. 35.4
2. 40.0
3. 46.5
4. 49.1
5. 50.3

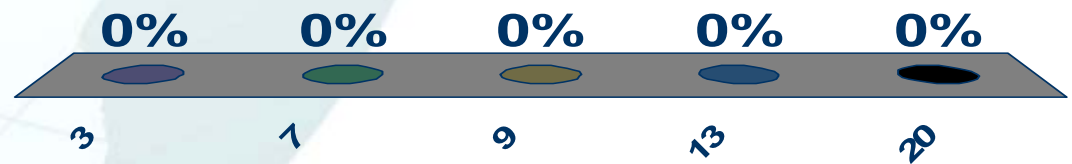


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Of the Fortune-500 companies, how many have women as CEO?

1. 3
2. 7
3. 9
4. 13
5. 20



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Fortune 500 Women CEOs

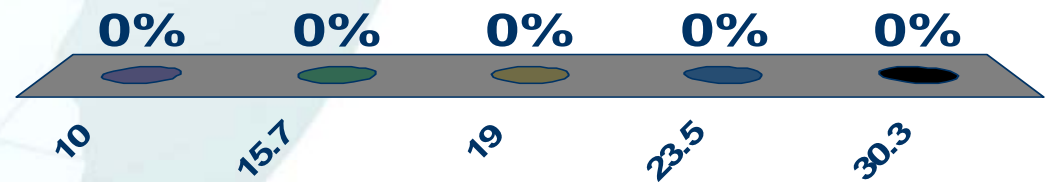
- In 2009 13 female CEOs
 - Only 2.6% of the *Fortune* 500
- In 1996 only 1 female CEO
 - co-CEO Marion Sandler of Golden West Financial, acquired by Wachovia in 2006.



Source: USA TODAY

What % of Fortune 500 Corporate Officers are women?

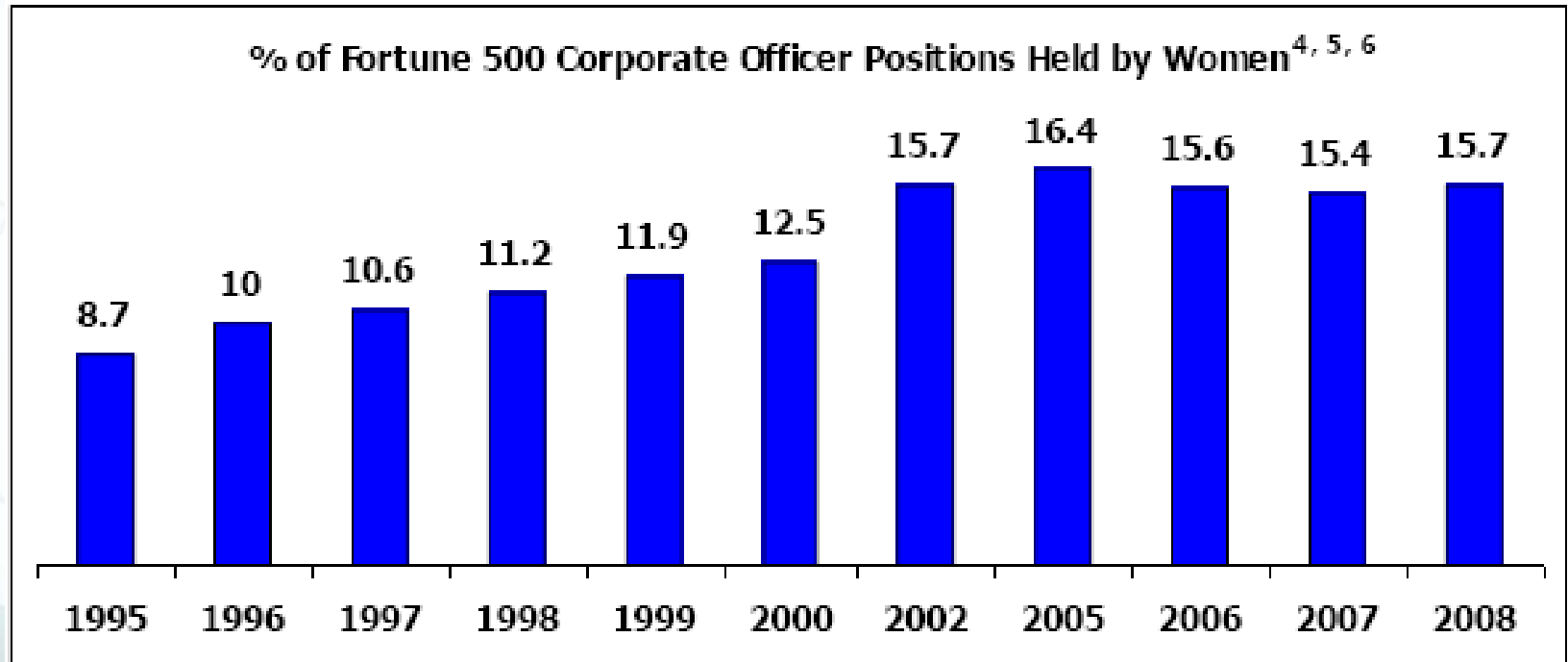
1. 10.0
2. 15.7
3. 19.0
4. 23.5
5. 30.3



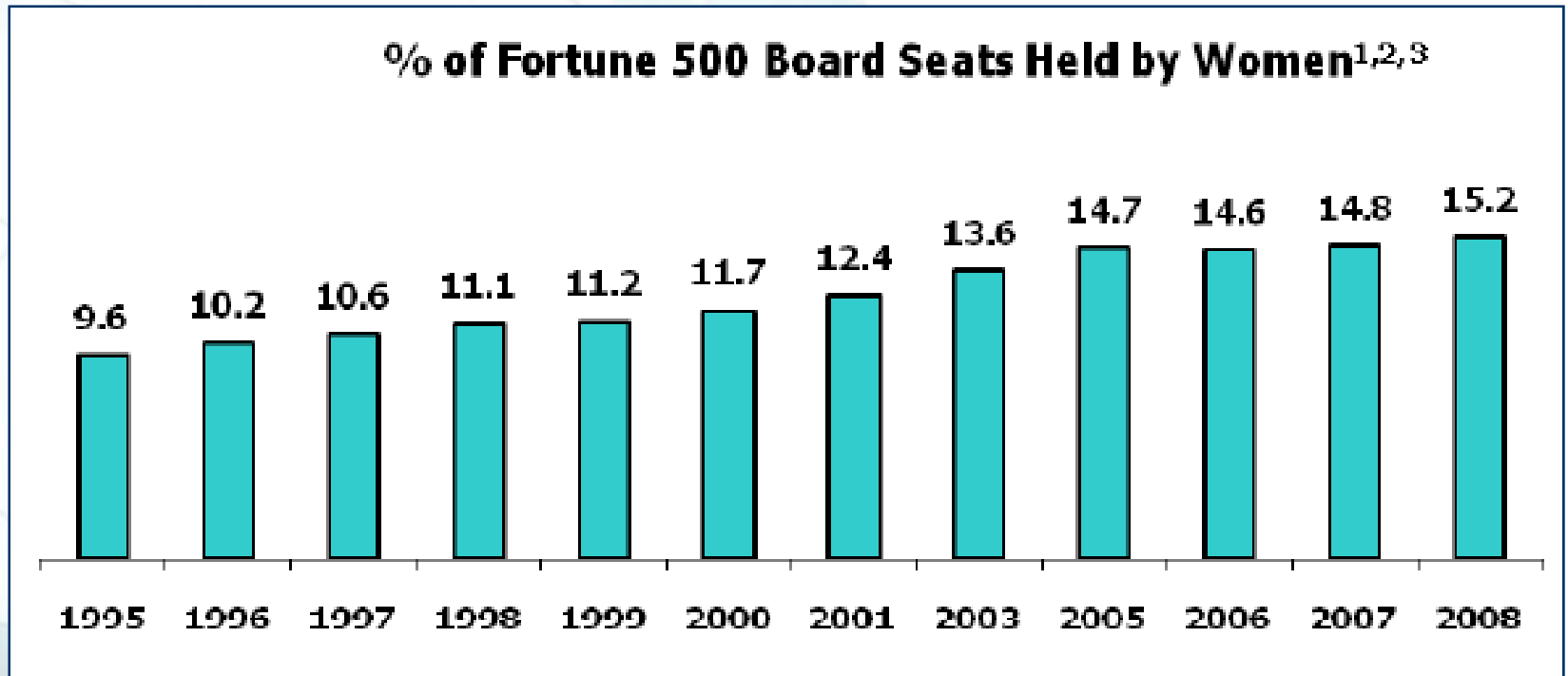
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Women in Leadership



Women in Leadership



Women in Government

- Women:
 - Hold only 17% of U. S. congressional seats
 - Constitute only 23.2% of state executive positions
 - Are mayors of only 11% of the country's 100 largest cities
 - Constitute only 20% of American judiciary (and 16% of partners in law firms)

Source: Washington Post



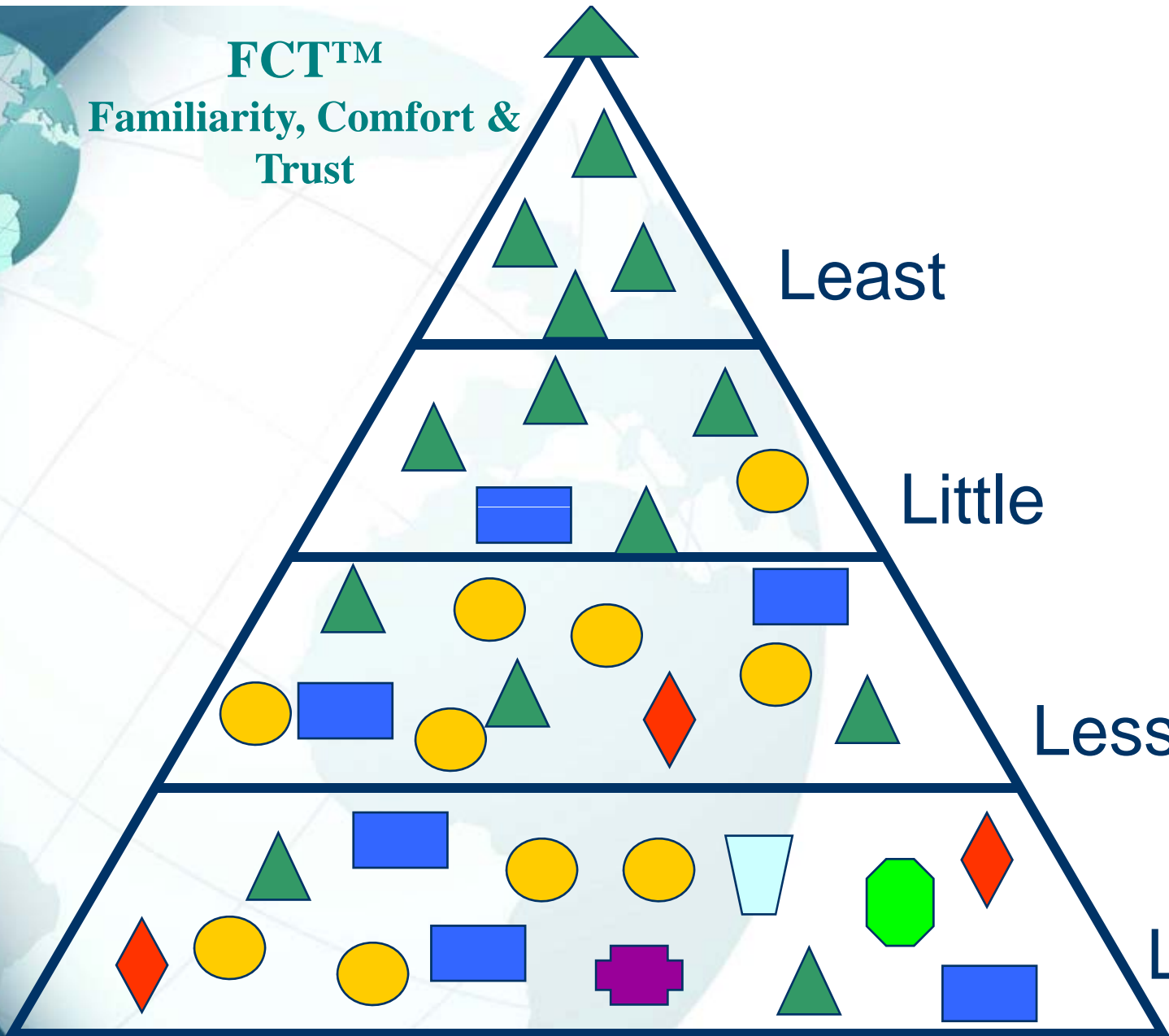


- **WHAT DOES THE PICTURE LOOK LIKE IN YOUR WORLD?**





FCT™
Familiarity, Comfort & Trust



Least

Little

Less

Lots





The World's Women

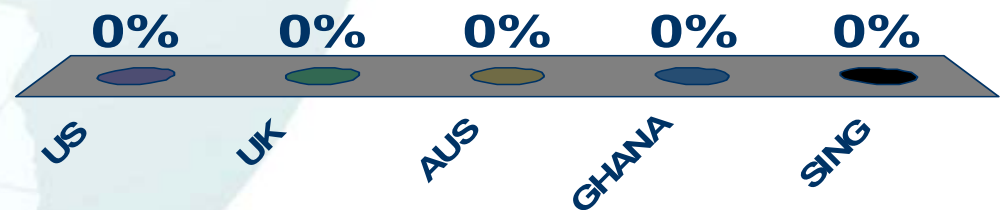
- 70% of the illiterate people in the world are women
- More than half of the world's women over the age of 15 cannot read or write
- 2/3 of the world's children who receive less than four years of education are girls

*learningpartnership.org



In which country are wages equal for men and women doing the same type of work?

1. UK
2. USA
3. Australia
4. Ghana
5. Singapore



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The World's Women*

- There is no country in the world where women's wages are equal to those of men
- Women's participation in managerial and administrative jobs is around 33% in the developed world, 15% in Africa and 13% in Asia-Pacific

In Africa and Asia-Pacific, these percentages reflect a doubling of numbers in about the last 20 years

*learningpartnership.org



The World's Women*

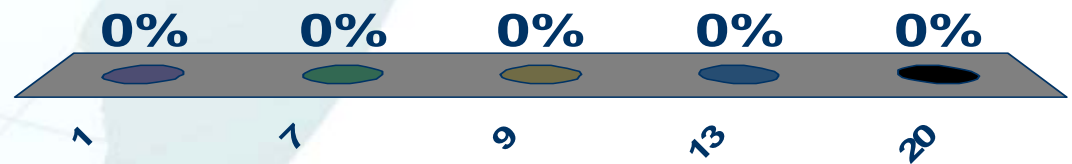
- Many wars today affect civilians most since they are civil wars, insurgencies and ethnic disputes. 75% of civilian fatalities are women and children
- 75% of refugees and internally displaced in the world are women who have lost their families and homes
- Rape is a frequent weapon used against women during war
 - According to the World Health Organization, 40% of girls 17yrs old and under in South Africa are reported to have been the victim of rape or attempted rape

*learningpartnership



What percent of the world's land is owned by women?

1. 1
2. 7
3. 9
4. 13
5. 20



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The World's Women*

Women
own only 1%
of the world's land





The World's Women*

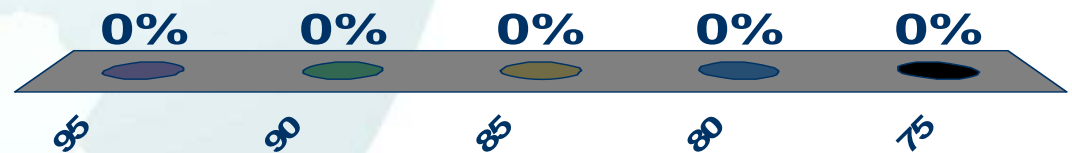
- The majority of women in the world cannot own, inherit, or control property, land and wealth on an equal basis as men
- Historically, women have been denied the knowledge, the means, and the freedom to act in their own and their children's best interests
- Other information????

*learningpartnership.org



According to global gender-gap data, what % of countries are “worse off” than the US regarding women’s inequality?

- 1. 95
- 2. 90
- 3. 85
- 4. 80
- 5. 75



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World Economic Forum Global Gender Gap

- Global Gender Gap Index
 - Economic Participation and Opportunity
 - Educational Attainment
 - Political Empowerment
 - Health and Survival
- Out of 128 Countries 75% worse than the United States



Gender Gap Index

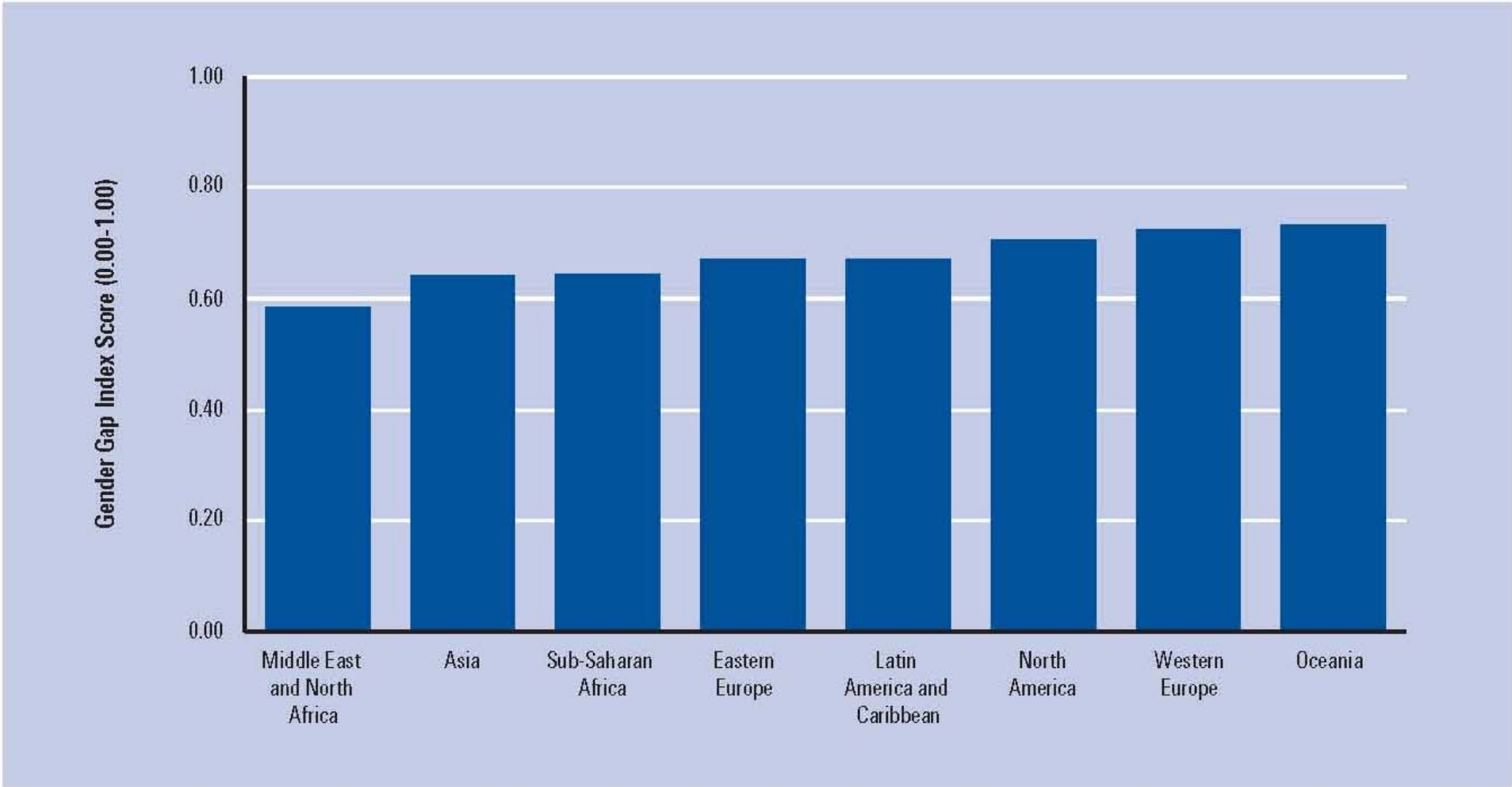
Country	2007 rank	2007 score (0.00= inequality; 1.00= equality)	2007 rank among 2006 countries	2006 rank	2006 score	Change in score (2007-2006)
Sweden	1	0.8146	1	1	0.8133	0.0014
Norway	2	0.8059	2	2	0.7994	0.0065
Finland	3	0.8044	3	3	0.7958	0.0086
Iceland	4	0.7836	4	4	0.7813	0.0023
New Zealand	5	0.7649	5	7	0.7509	0.0140
Philippines	6	0.7629	6	6	0.7516	0.0113
Germany	7	0.7618	7	5	0.7524	0.0094
Denmark	8	0.7519	8	8	0.7462	0.0057
Ireland	9	0.7457	9	10	0.7335	0.0122
Spain	10	0.7444	10	11	0.7319	0.0125
United Kingdom	11	0.7441	11	9	0.7365	0.0076
Netherlands	12	0.7383	12	12	0.7250	0.0133
Latvia	13	0.7333	13	19	0.7091	0.0242
Lithuania	14	0.7234	14	21	0.7077	0.0157
Sri Lanka	15	0.7230	15	13	0.7199	0.0031
Croatia	16	0.7210	16	16	0.7145	0.0066
Australia	17	0.7204	17	15	0.7163	0.0040

Source:
World
Economic
Forum, 2007

Country	2007 rank	2007 score (0.00= inequality, 1.00= equality)	2007 rank among 2006 countries	2006 rank	2006 score	Change in score (2007-2006)
Colombia	24	0.7090	22	22	0.7049	0.0041
Bulgaria	25	0.7085	23	37	0.6870	0.0215
Lesotho	26	0.7078	24	43	0.6807	0.0271
Austria	27	0.7060	25	27	0.6986	0.0074
Costa Rica	28	0.7014	26	30	0.6936	0.0078
Namibia	29	0.7012	27	38	0.6864	0.0147
Estonia	30	0.7008	28	29	0.6944	0.0064
United States	31	0.7002	29	23	0.7042	-0.0039
Egypt	120	0.5809	107	109	0.5786	0.0023
Turkey	121	0.5768	108	105	0.5850	-0.0082
Morocco	122	0.5676	109	107	0.5827	-0.0151
Benin	123	0.5656	110	110	0.5780	-0.0123
Saudi Arabia	124	0.5647	111	114	0.5242	0.0405
Nepal	125	0.5575	112	111	0.5478	0.0097
Pakistan	126	0.5509	113	112	0.5434	0.0075
Chad	127	0.5381	114	113	0.5247	0.0134
Yemen	128	0.4510	115	115	0.4595	-0.0085

Source:
World
Economic
Forum, 2007

Figure 2. Regional Performance on Global Gender Gap Index 2007

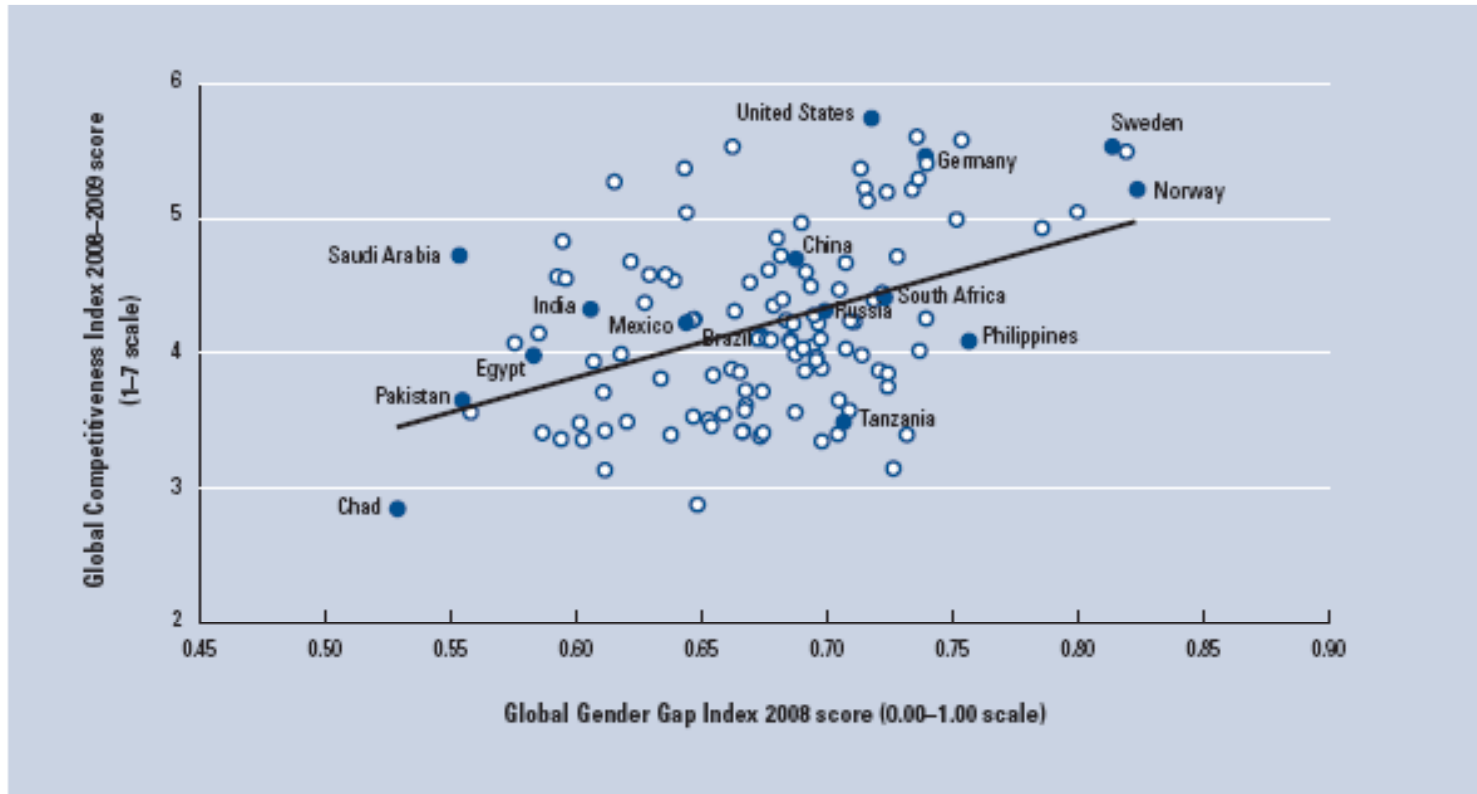


Source: Gender Gap Index 2007; details of regional classifications in Appendix B.



Global Competitiveness and Gender Gap Index

Figure 7: Relationship between the Global Competitiveness Index 2008–2009 and the Global Gender Gap Index 2008 scores

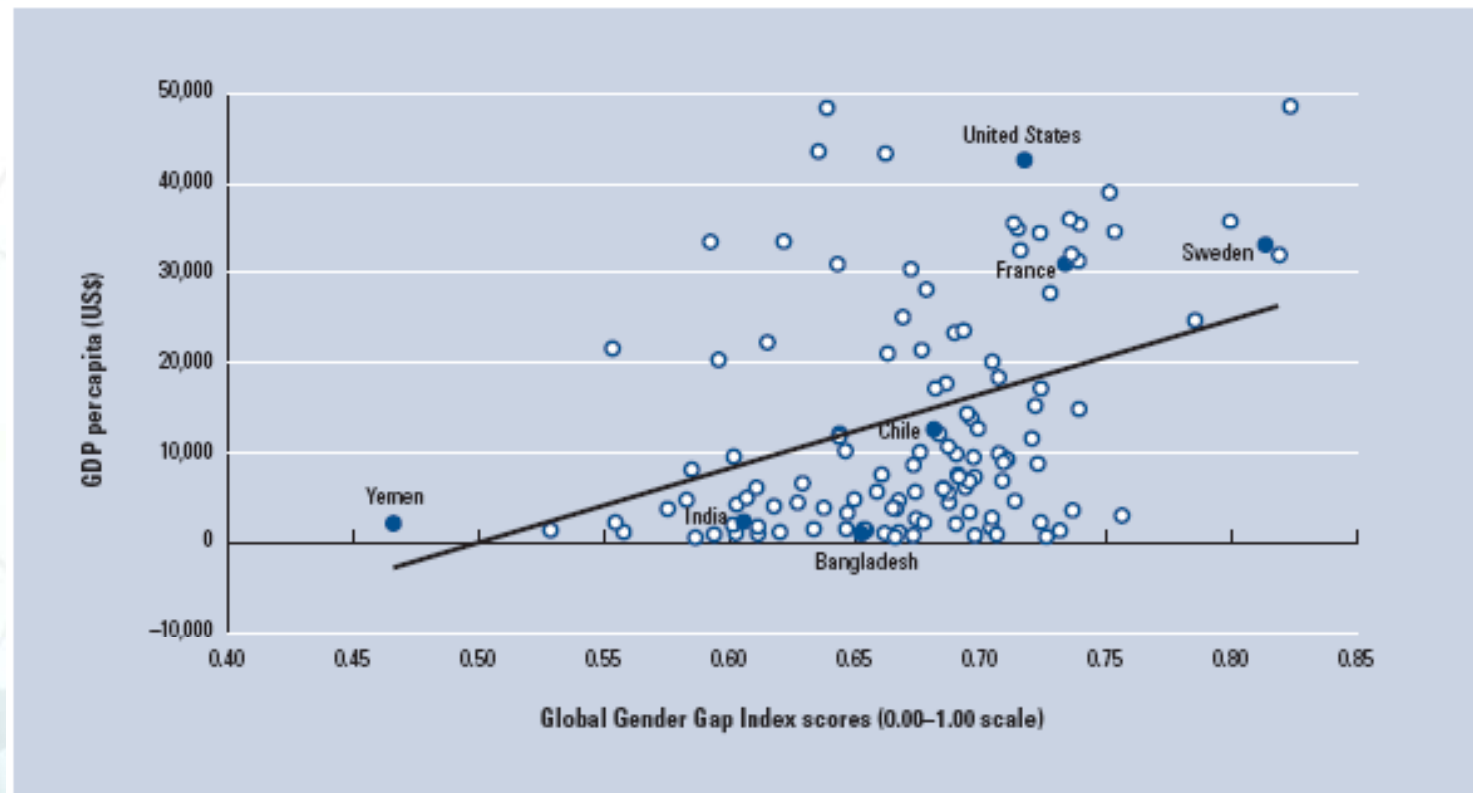


Source: Global Gender Gap Index 2008 and Global Competitiveness Index 2008–2009.



GDP Per Capita and Global Gender Gap Index

Figure 8: Relationship between GDP per capita and the Global Gender Gap Index 2008 scores



Source: Global Gender Gap Index 2008 and the IMF's *World Economic Outlook Database* (April 2008), available at www.imf.org/weo; Luxembourg has been removed from this figure.





Economic Benefits of Women in the Workforce

- United Nations report found that restricting job opportunities for women in Asia and Pacific countries costs region between \$42 and \$46 billion annually
- Closing gender gap economic implications, boosting GDP:
 - US GDP by as much as 9%
 - Eurozone GDP by as much as 13%
 - Japanese GDP by as much as 16%



Women's Words



Women's Words



Women's Words





The **Imperative** for
Responsible Women
Leaders in the New,
Globalized Economy



What is the Imperative?

1. Develop a sophisticated view of the global issues of women
2. Develop meaningful relationships with women whose backgrounds are very different from your own (individually or in organizations dedicated to women's issues)
3. Make the relationships of reciprocal value and with equal respect (don't "save sisters"). Be humble.
4. Seek and provide support
5. Have the courage to act...but act wisely
6. Make a difference!





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